

104TH CONGRESS  
2D SESSION

# S. 1896

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce and to allow employees to take parental involvement leave to participate in or attend their children's educational and extracurricular activities and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JUNE 21, 1996

Mr. DODD introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

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## A BILL

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce and to allow employees to take parental involvement leave to participate in or attend their children's educational and extracurricular activities and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. COVERAGE OF EMPLOYEES.**

4       Paragraphs (2)(B)(ii) and (4)(A)(i) of section 101 of  
5       the Family and Medical Leave Act of 1993 (29 U.S.C.

1 2611 (2)(B)(ii) and (4)(A)(i)) are amended by striking  
 2 “50” each place it appears and inserting “25”.

3 **SEC. 2. PARENTAL INVOLVEMENT LEAVE.**

4 (a) LEAVE REQUIREMENT.—Section 102(a) of the  
 5 Family and Medical Leave Act of 1993 (29 U.S.C.  
 6 2612(a)) is amended by adding at the end the following:

7 “(3) ENTITLEMENT TO PARENTAL INVOLVE-  
 8 MENT LEAVE.—

9 “(A) IN GENERAL.—Subject to section  
 10 103(f), an eligible employee shall be entitled to  
 11 a total of 4 hours of leave during any 30-day  
 12 period, and a total of 24 hours of leave during  
 13 any 12-month period, in addition to leave avail-  
 14 able under paragraph (1), to participate in or  
 15 attend an activity that—

16 “(i) is sponsored by a school or com-  
 17 munity organization; and

18 “(ii) relates to a program of the  
 19 school or organization that is attended by  
 20 a son or daughter of the employee, includ-  
 21 ing foster children.

22 “(B) DEFINITIONS.—As used in this para-  
 23 graph:

24 “(i) COMMUNITY ORGANIZATION.—  
 25 The term ‘community organization’ means

1 a private nonprofit organization that is  
 2 representative of a community or a signifi-  
 3 cant segment of a community and provides  
 4 activities for individuals described in sub-  
 5 paragraph (A) or (B) of section 101(12),  
 6 such as a scouting or sports organization.

7 “(ii) SCHOOL.—The term ‘school’  
 8 means an elementary school or secondary  
 9 school (as such terms are defined in sec-  
 10 tion 14101 of the Elementary and Second-  
 11 ary Education Act of 1965 (20 U.S.C.  
 12 8801)), a Head Start program assisted  
 13 under the Head Start Act (42 U.S.C. 9831  
 14 et seq.), and a child care facility licensed  
 15 under State law.”.

16 (b) SCHEDULE.—Section 102(b)(1) of such Act (29  
 17 U.S.C. 2612(b)(1)) is amended by inserting after the sec-  
 18 ond sentence the following: “Leave under subsection  
 19 (a)(3) may be taken intermittently or on a reduced leave  
 20 schedule.”

21 (c) SUBSTITUTION OF PAID LEAVE.—Section  
 22 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is  
 23 amended by inserting before the period the following: “,  
 24 or for leave provided under subsection (a)(3) for any part

1 of the 24-hour period of such leave under such sub-  
2 section”.

3 (d) NOTICE.—Section 102(e)(1) of such Act (29  
4 U.S.C. 2612(e)(1)) is amended by adding at the end the  
5 following: “In any case in which an employee requests  
6 leave under subsection (a)(3), the employee shall provide  
7 the employer with not less than 7 days’ notice, before the  
8 date the leave is to begin, of the employee’s intention to  
9 take leave under such subsection.”.

10 (e) CERTIFICATION.—Section 103 of such Act (29  
11 U.S.C. 2613) is amended by adding at the end the follow-  
12 ing:

13 “(f) CERTIFICATION FOR PARENTAL INVOLVEMENT  
14 LEAVE.—An employer may require that a request for  
15 leave under section 102(a)(3) be supported by a certifi-  
16 cation issued at such time and in such manner as the Sec-  
17 retary may by regulation prescribe.”.

18 **SEC. 3. PARENTAL INVOLVEMENT LEAVE FOR CIVIL SERV-**  
19 **ANTS.**

20 (a) LEAVE REQUIREMENT.—Section 6382(a) of title  
21 5, United States Code, is amended by adding at the end  
22 the following:

23 “(3)(A) Subject to section 6383(f), an employee shall  
24 be entitled to a total of 4 hours of leave during any 30-  
25 day period, and a total of 24 hours of leave during any

1 12-month period, in addition to leave available under para-  
 2 graph (1), to participate in or attend an activity that—

3 “(i) is sponsored by a school or community or-  
 4 ganization; and

5 “(ii) relates to a program of the school or orga-  
 6 nization that is attended by a son or daughter of the  
 7 employee, including foster children.

8 “(B) As used in this paragraph:

9 “(i) The term ‘community organization’ means  
 10 a private nonprofit organization that is representa-  
 11 tive of a community or a significant segment of a  
 12 community and provides activities for individuals de-  
 13 scribed in subparagraph (A) or (B) of section  
 14 6381(6), such as a scouting or sports organization.

15 “(ii) The term ‘school’ means an elementary  
 16 school or secondary school (as such terms are de-  
 17 fined in section 14101 of the Elementary and Sec-  
 18 ondary Education Act of 1965 (20 U.S.C. 8801)), a  
 19 Head Start program assisted under the Head Start  
 20 Act (42 U.S.C. 9831 et seq.), and a child care facil-  
 21 ity licensed under State law.”.

22 (b) SCHEDULE.—Section 6382(b)(1) of such title is  
 23 amended by inserting after the second sentence the follow-  
 24 ing: “Leave under subsection (a)(3) may be taken inter-  
 25 mittently or on a reduced leave schedule.”

1       (c) SUBSTITUTION OF PAID LEAVE.—Section  
 2 6382(d) of such title is amended by inserting before “,  
 3 except” the following: “, or for leave provided under sub-  
 4 section (a)(3) any of the employee’s accrued or accumu-  
 5 lated annual leave under subchapter I for any part of the  
 6 24-hour period of such leave under such subsection”.

7       (d) NOTICE.—Section 6382(e)(1) of such title is  
 8 amended by adding at the end the following: “In any case  
 9 in which an employee requests leave under subsection  
 10 (a)(3), the employee shall provide the employing agency  
 11 with not less than 7 days’ notice, before the date the leave  
 12 is to begin, of the employee’s intention to take leave under  
 13 such subsection.”.

14       (e) CERTIFICATION.—Section 6383 of such title is  
 15 amended by adding at the end the following:

16       “(f) An employing agency may require that a request  
 17 for leave under section 6382(a)(3) be supported by a cer-  
 18 tification issued at such time and in such manner as the  
 19 Office of Personnel Management may by regulation pre-  
 20 scribe.”.

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